

AMENDED IN SENATE MAY 3, 2006
AMENDED IN SENATE MARCH 27, 2006

SENATE BILL

No. 1209

Introduced by Senator Scott

January 26, 2006

An act to amend Sections 41522, 44251, 44252, 44252.5, 44253.3, 44259, 44270.1, 44275.4, 44277, 44279.1, and 44320.2 of, to add Sections ~~44252.7~~, 44252.6, 44265.1, 44279.25, 44387, and 45028.2 to, to add Chapter ~~3.38~~ 3.8 (commencing with Section 44740) to Part 25 of, to repeal Sections 44274, 44274.1, 44275.3, 44275.5, 44278, and 44279 of, to repeal and add Section 44274.2 of, and to repeal and add Article 6 (commencing with Section 44560) of Chapter 3 of Part 25 of, the Education Code, relating to teachers, and making an appropriation therefor.

LEGISLATIVE COUNSEL'S DIGEST

SB 1209, as amended, Scott. Teachers: teacher credentialing: out-of-state teachers: professional growth programs: teacher compensation.

(1) Existing law establishes the teacher credentialing block grant and, commencing with the 2006–07 fiscal year, requires the amount of funding a school district receives through the grant be adjusted for inflation and for growth, as specified.

This bill would, instead, require the amount of funding a school district receives be adjusted based on changes in the number of participating credential candidates, with the amount per candidate adjusted annually for inflation.

(2) Existing law authorizes the Commission on Teacher Credentialing to issue preliminary teaching and services credentials

and professional clear teaching and services credentials if the applicant for the credential meets certain minimum requirements relating to professional preparation. Existing law makes a preliminary teaching or services credential valid for 5 years, pending completion of a 5th year of study and a professional clear multiple or single subject teaching credential valid for the life of the holder, if the holder meets certain requirements relating to professional growth.

This bill would delete the requirements relating to professional growth, and, instead, would provide that a clear or professional clear teaching or services credential is valid for the life of the holder if the holder submits an application and fee for renewal to the commission every 5 years and meets certain professional fitness requirements relating to good moral character. The bill would delete certain provisions in existing law relating to teacher professional growth programs. The bill also would delete the provision permitting an emergency permit to be issued or reissued for validity periods not to exceed one year.

(3) Existing law prohibits the commission from issuing, except as specified, a credential, permit, certificate, or renewal of an emergency credential to any person to serve in the public schools unless the person has demonstrated proficiency in basic reading, writing, and mathematic skills in the English language, as specified.

This bill would add an alternative method for satisfying the proficiency requirement and would require the Superintendent of *Public Instruction* to perform specified duties associated with that method. The bill would add to the persons that the commission is required to exempt from the basic skills proficiency test requirement, as specified.

This bill would require the commission by July 1, 2007, to ensure that the California Subject Examinations for Teachers (CSET): Multiple Subjects be modified to assess basic writing skills similarly to the state basic skills proficiency test and would provide that achieving the necessary passing score on the revised test be considered equivalent to passing the state basic skills proficiency test. The bill would require the commission, by July 1, 2009, to examine the feasibility of incorporating the assessment related to effective reading instruction that is currently included in the Reading Instruction Competence Assessment (RICA) within a revised CSET: Multiple Subjects ~~the teacher performance assessment~~ and report its findings to the Legislature and the Governor. This bill also would

require the commission, by July 1, 2009, to ensure that the CSET in Single Subjects and the related scoring protocols are modified to assess basic writing skills similarly to the state basic skills proficiency test.

(4) Existing law authorizes the commission to issue a certificate that authorizes the holder to provide certain services to limited-English-proficient pupils, if the applicant for the certificate meets certain minimum requirements, including possession of certain prerequisite credentials or permits, passage of certain knowledge and skills examinations, and completion of specified coursework in a second language.

This bill would authorize a teacher who possesses a credential or permit, as required under existing law, and is able to present an out-of-state credential or certificate that authorizes the instruction of English language learners, to qualify for the specified certificate by submitting an application and fee to the commission.

(5) Existing law provides that the requirements for a preliminary multiple or single subject teaching credential include, among other things, completion of an accredited program of professional preparation, as specified.

This bill would eliminate the contingency that each teacher preparation program include a specified teaching performance assessment only if funds are available in the annual Budget Act for this purpose.

(6) Existing law establishes the requirements for credentials for teaching specialties and requires the commission to ensure that, in adopting the rules and regulations establishing the requirements for the special education specialty, teachers have sufficient knowledge and experience, as specified.

This bill would require the commission, by December 1, 2007, to report to the Legislature and the Governor on the process and requirements for obtaining a specialist credential in special education and recommend modifications to enhance and expedite these procedures.

(7) Existing law requires the commission to issue a 5-year preliminary multiple subject teaching credential, a 5-year preliminary single subject teaching credential, or a 5-year preliminary education specialist credential authorizing instruction of special education pupils to any out-of-state prepared teacher who meets certain requirements.

This bill would substantially revise the requirements for issuance of the specified credentials to out-of-state prepared teachers. The bill would delete certain requirements in existing law relating to credentialing of out-of-state teachers.

(8) Existing law permits a holder of a clear teaching credential to appeal an adverse action by a school principal, specified mentor teacher, or other district designee related to professional growth, as specified.

This bill would delete that provision.

(9) Existing law prohibits the commission from issuing to the holder of an invalidated clear teaching credential another teaching credential of the same type and, instead, provides that the holder of the invalidated credential is eligible for reinstatement of the credential, as specified, if the holder has met certain requirements.

This bill would delete these provisions.

(10) Existing law establishes the voluntary California Beginning Teacher Support and Assessment System, also known as the Marian Bergeson Beginning Teacher Support and Assessment System, that includes providing an effective transition into the teaching career for first- and ~~2nd-year~~ *second-year* teachers, and ensuring that an individual induction plan is in place for each participating teacher.

This bill would require the Superintendent and the commission to report to the Legislature and the Governor on the system by December 1, 2007, as specified. The bill would require the Superintendent and the commission to review and revise, as necessary, the Standards of Quality and Effectiveness for ~~Beginning Teacher Support and Assessment~~ *Professional Teacher Induction Programs of March 2002* by July 1, 2008.

(11) Existing law requires a program of professional preparation to include a teaching performance assessment, as specified, in order to meet the requirements for a preliminary multiple or single subject teaching credential. Existing law requires the commission to undertake specified duties regarding the performance assessment, subject to the availability of funds in the annual Budget Act.

This bill would change the performance assessment requirement to begin July 1, 2008, and would delete certain provisions in existing law relating to performance assessments. The bill would change the requirement that assessments conducted pursuant to specified provisions be subject to the annual Budget Act to a statement of

legislative intent that the assessments conducted pursuant to specified provisions be fully funded.

(12) Existing law requires the commission to award incentive grants to qualifying school districts or county offices of education for alternative certification programs from funds appropriated for this purpose but excludes certain participants in specified intern programs from being eligible for the funding.

This bill would authorize the commission to award funding of \$4,000 per intern per year, in addition to specified incentive grants, to any school district or county office of education that agrees to enhance internship programs and to address the distribution of beginning teachers as specified from funds appropriated for this purpose.

(13) Existing law requires each school with a substantial population of pupils of diverse ethnic backgrounds to provide an in-service preparation program designed to prepare teachers and other professional school service personnel to understand and effectively relate to the history, culture, and current problems of these pupils and their environment, as specified.

This bill would delete this and the related provisions.

(14) Existing law includes various requirements for teacher and credential candidate training.

This bill would establish the Certificated Staff Mentoring Program to encourage excellent, experienced teachers to teach in staff priority schools and to assist teacher interns during their induction and first years of teaching. The bill would require the Superintendent to apportion funds appropriated for the program and would permit certain school districts to apply for reimbursement under the program for the costs of \$6,000, or another amount as specified in the Budget Act of the appropriate fiscal year, stipends to experienced teachers who meet certain criteria.

(15) Existing law establishes various programs related to teacher recruitment and training.

This bill would require the Superintendent to designate up to 6 regions of the state and place school districts within those regions. The bill would require the Superintendent to select, from among the county offices of education that apply, an office within each region that is most likely to have the capacity to serve all school districts within the region, to establish and house a personnel management assistance team to assist and serve school districts within that region, as specified. The bill would permit the Superintendent to grant funds

to the selected offices from funds appropriated for those purposes and to provide further technical assistance to the offices. The bill authorizes the Superintendent to select one of the county offices with a team to serve as a clearinghouse of effective personnel management and hiring practices.

(16) Existing law requires each person employed by a school district in a position requiring certification qualifications, except as specified, to be classified on the salary schedule on the basis of uniform allowance for years of training and years of experience, except if a public school employer and the exclusive representative negotiate and mutually agree to a salary schedule based on other criteria, as specified. Existing law prohibits placing employees in different classifications on the schedule or paying different salaries solely based on the respective grade levels in which the employee serves.

This bill would permit a public school employer and the exclusive representative of teachers to negotiate and agree to an alternative salary schedule for teachers, as specified. The bill would permit a school district ~~to~~ *and the exclusive representative of credentialed teachers to jointly* apply to the Superintendent for technical assistance and grant funding to facilitate the implementation of an alternative salary schedule and would permit the Superintendent to make grants from funds appropriated for these purposes.

(17) This bill would appropriate an unspecified sum from the General Fund to be allocated to the Superintendent and the Commission on Teacher Credentialing to carry out certain duties specified in this bill.

Vote: majority. Appropriation: yes. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

- 1 SECTION 1. Section 41522 of the Education Code is
- 2 amended to read:
- 3 41522. (a) The amount of funding a school district receives
- 4 pursuant to this article shall be adjusted for changes in the
- 5 number of participating credential candidates in each approved
- 6 program, and the amount per candidate shall be adjusted annually
- 7 for inflation pursuant to Section 42238.1.

(b) For purposes of calculating the amount of funding a school district receives pursuant to this article, the Superintendent shall include funding for a credential candidate that completes the program early in accordance with paragraph (2) of subdivision (e) of Section 44468 for the time period that the candidate would regularly participate in the program.

SEC. 2. Section 44251 of the Education Code is amended to read:

44251. (a) The period for which a credential, as authorized under Section 44250 issued prior to September 1, 1985, is valid shall be as follows:

(1) For an internship credential: two years.

(2) For a preliminary credential, pending completion of the fifth year of study: five years.

(3) For a life credential: the life of the holder.

(b) The period for which a credential issued on or after September 1, 1985, as authorized under Section 44250 is valid, shall be as follows:

(1) For an internship credential: two years.

(2) For a preliminary credential, pending completion of a beginning teacher induction program approved by the commission or the fifth year of study: five years.

(3) For a clear or professional clear teaching credential: the life of the holder, if the holder submits an application and fee for renewal every five years and meets all professional fitness requirements under Sections 44339, 44340, and 44341.

(4) For a clear or professional clear services credential: the life of the holder, if the holder submits an application and fee for renewal every five years and meets all professional fitness requirements under Sections 44339, 44340, and 44341.

SEC. 3. Section 44252 of the Education Code is amended to read:

44252. (a) The commission shall establish standards and procedures for the initial issuance and renewal of credentials.

(b) The commission shall not issue initially any credential, permit, certificate, or renewal of an emergency credential to any person to serve in the public schools unless the person has demonstrated proficiency in basic reading, writing, and mathematics skills in the English language as provided in Section 44252.5 or Section 44252.7. However, an emergency credential

holder who has passed the basic skills proficiency test shall not be required to repeat the test in order to obtain a renewal of his or her emergency credential. The commission shall exempt from the basic skills proficiency test requirement any of the following persons:

(1) A person credentialed solely for the purpose of teaching adults in an apprenticeship program.

(2) An applicant for an adult education designated subject credential for other than an academic subject.

(3) A person credentialed in another state who is an applicant for employment in a school district in this state who has passed a basic skills proficiency examination administered by the state where the person is credentialed or that has been developed and administered by the school district offering that person employment, by cooperating school districts, or by the appropriate county office of education. School districts administering a basic skills proficiency examination under this paragraph shall comply with the requirements of subdivision (h) of Section 44830. Such an applicant shall be granted a nonrenewable credential, valid for not longer than one year, pending fulfillment of the basic skills proficiency requirement pursuant to Section 44252.5 or Section 44252.7.

(4) An applicant for a child care center permit or a permit authorizing service in a development center for the handicapped, so long as the holder of the permit is not required to have a baccalaureate degree.

(5) The holder of a credential, permit, or certificate to teach, other than an emergency credential, who seeks an additional authorization to teach.

(6) An applicant for a credential to provide service in the health profession.

(c) The Superintendent shall adopt an appropriate state test to measure proficiency in these basic skills. In adopting the test, the Superintendent shall seek assistance from the commission and an advisory board. A majority of the members of the advisory board shall be classroom teachers. The board shall also include representatives of school boards, school administrators, parents, and postsecondary educational institutions.

1 The Superintendent shall adopt any normed test that the
2 Superintendent determines will sufficiently test basic skills for
3 purposes of this section.

4 The Superintendent, in conjunction with the commission and
5 approved teacher training institutions, shall take steps necessary
6 to ensure the effective implementation of this section.

7 (d) By July 31, 2007, the Superintendent shall establish
8 passing scores for each of the tests specified in this subdivision,
9 the attainment of any of which may be substituted for a passing
10 score on the state basic skills proficiency test adopted pursuant to
11 subdivision (c). The Superintendent shall set basic skills passing
12 scores for each of the following tests:

13 (1) The Graduate Record Examinations (GRE) General Test.

14 (2) The Scholastic Aptitude Test (SAT) Reasoning Test.

15 (3) The ACT Plus Writing.

16 (e) This section does not require the holders of, or applicants
17 for, a designated subjects special subjects credential or vocational
18 designated subject credential to pass the state basic skills
19 proficiency test, unless the requirements for the specific
20 credential required the possession of a baccalaureate degree. The
21 governing board of each school district, or each governing board
22 of a consortium of school districts, or each governing board
23 involved in a joint powers agreement, which employs a holder of
24 a designated subjects special subjects credential or vocational
25 designated subject credential shall establish its own basic skills
26 proficiency criteria for the holders of these credentials and shall
27 arrange for those individuals to be assessed. The basic skills
28 proficiency criteria established by the governing board shall be at
29 least equivalent to the test required by the district, or in the case
30 of a consortium or a joint powers agreement, by any of the
31 participating districts, for graduation from high school. The
32 governing board or boards may charge a fee to individuals being
33 tested to cover the costs of the test, including the costs of
34 developing, administering, and grading the test.

35 (f) The commission shall compile data regarding the rate of
36 passing the state basic skills proficiency test by persons who
37 have been trained in various institutions of higher education. The
38 data shall be available to members of the public, including to
39 persons who intend to enroll in teacher education programs.

(g) Each applicant to an approved credential program, unless exempted by subdivision (b), shall take the state basic skills proficiency test in order to provide both the prospective applicant and the program with information regarding the proficiency level of the applicant. Test results shall be forwarded to each California postsecondary educational institution to which the applicant has applied. The program shall use test results to ensure that upon admission, each applicant receives appropriate academic assistance necessary to pass the state basic skills proficiency test. Persons residing outside the state shall take the test no later than the second available administration following their enrollment in a credential program.

It is the intent of the Legislature that applicants for admission to teacher preparation programs not be denied admission on the basis of state basic skills proficiency test results.

SEC. 4. Section 44252.5 of the Education Code is amended to read:

44252.5. (a) The commission shall administer the state basic skills proficiency test pursuant to Sections 44227, 44252, and 44830 in accordance with rules and regulations adopted by the commission. A fee shall be charged to individuals being tested to cover the costs of the test, including the costs of developing, administering, and grading the test. The amount of the fee shall be established by the commission to recover the cost of examination administration and development pursuant to Section 44235.3.

(b) The commission may enter into agreements with other states permitting the use of the state basic skills proficiency test as a requirement for the issuance of credentials or for teacher preparation program admission in those other states, provided that the use would advance the interests of the State of California and that the other states reimburse the Teacher Credentials Fund for a proportionate share of costs of the development and administration of the test.

(c) Any individual who passes the state basic skills proficiency test, as adopted by the Superintendent, shall be considered proficient in the skills of reading, writing, and mathematics, and shall not be required to be retested by this test for purposes of meeting the proficiency requirements of Sections 44227, 44252, and 44830.

(d) Any individual who passes one or more components of the state basic skills proficiency test in the subjects of basic reading, writing, or mathematics, shall be deemed to have demonstrated his or her proficiency in these subject areas and shall not be required to be retested in these subjects during subsequent test administrations.

(e) Any individual who achieves a passing score, as determined by the Superintendent, on any of the tests specified in subdivision (d) of Section 44252 shall be considered proficient in the skills of reading, writing, and mathematics, and shall not be required to pass the state basic skills proficiency test or be retested for purposes of meeting the proficiency requirements of Sections 44227, 44252, and 44830.

SEC. 5. Section ~~44252.7~~ 44252.6 is added to ~~the Education Code~~ *the Education Code*, to read:

~~44252.7.~~

44252.6. (a) The commission, no later than July 1, 2007, shall ensure that the California Subject Examinations for Teachers (CSET): Multiple Subjects be modified to assess basic writing skills at least as comprehensively and to the level of rigor that basic writing skills are assessed by the state basic skills proficiency test.

(b) Any individual who passes the CSET: Multiple Subjects, after it has been adjusted pursuant to subdivision (a), with the necessary score determined by the Superintendent, shall be considered proficient in the skills of reading, writing, and mathematics, and shall not be required to pass the state basic skills proficiency requirements of Sections 44227, 44252, and 44830.

(c) The commission shall examine the feasibility of incorporating the assessment of ability, skills, and knowledge related to effective reading instruction that is assessed by the Reading Instruction Competence Assessment (RICA) within a ~~revised CSET: Multiple Subjects~~ *the teacher performance assessment set forth in Section 44320.2* and report its findings to the Legislature and the Governor no later than July 1, 2009.

(d) The commission, no later than July 1, 2009, shall ensure that the CSET in Single Subjects and the related scoring protocols, are modified to assess basic skills in the subjects of basic reading, writing, and mathematics, at least as

1 comprehensively and to the level of rigor that these skills are
2 assessed by the state basic skills proficiency test.

3 SEC. 6. Section 44253.3 of the Education Code is amended to
4 read:

5 44253.3. (a) The commission shall issue a certificate that
6 authorizes the holder to provide all of the following services to
7 limited-English-proficient pupils:

8 (1) Instruction for English language development in preschool,
9 kindergarten, grades 1 to 12, inclusive, and classes organized
10 primarily for adults, except when the requirement specified in
11 paragraph (1) of subdivision (b) of Section 44253.3 is satisfied
12 by the possession of a children's center instructional permit
13 pursuant to Sections 8363 and 44252.7, a children's center
14 supervision permit pursuant to Section 8363, or a designated
15 subjects teaching credential in adult education pursuant to
16 Section 44260.2. If the requirement specified in paragraph (1) of
17 subdivision (b) of Section 44253.3 is satisfied by the possession
18 of a children's center instructional permit, or a children's center
19 supervision permit, instruction for English language development
20 is limited to the programs authorized by that permit. If the
21 requirement specified in paragraph (1) of subdivision (b) of
22 Section 44253.3 is satisfied by the possession of a designated
23 subjects teaching credential in adult education, instruction for
24 English language development is limited to classes organized
25 primarily for adults.

26 (2) Specially designed content instruction delivered in English
27 in the subjects and at the levels authorized by the teacher's
28 prerequisite credential or permit used to satisfy the requirement
29 specified in paragraph (1) of subdivision (b) of Section 44253.3.

30 (b) The minimum requirements for the certificate shall include
31 all of the following:

32 (1) Possession of a valid California teaching credential,
33 services credential, children's center instructional permit, or
34 children's center supervision permit which credential or permit
35 authorizes the holder to provide instruction to pupils in
36 preschool, kindergarten, any of grades 1 to 12, inclusive, or
37 classes primarily organized for adults, except for any of the
38 following:

39 (A) Emergency credentials or permits.

40 (B) Exchange credentials as specified in Section 44333.

1 (C) District intern certificates as specified in Section 44325.

2 (D) Sojourn certificated employee credentials as specified in
3 Section 44856.

4 (E) Teacher education internship credentials as specified in
5 Article 3 (commencing with Section 44450) of Chapter 3.

6 (2) Passage of one or more examinations that the commission
7 determines are necessary for demonstrating the knowledge and
8 skills required for effective delivery of the services authorized by
9 the certificate.

10 (3) Completion of at least six semester units, or nine quarter
11 units, of coursework in a second language at a regionally
12 accredited institution of postsecondary education. The
13 commission shall establish minimum standards for scholarship in
14 the required coursework. The commission shall also establish
15 alternative ways in which the requirement can be satisfied by
16 language-learning experience that creates an awareness of the
17 challenges of second-language acquisition and development.

18 (c) Completion of coursework in human relations in
19 accordance with the commission's standards of program quality
20 and effectiveness that includes, at ~~minimum~~ *a minimum*,
21 instruction in the following:

22 (1) The nature and content of culture.

23 (2) Cross-cultural contact and interactions.

24 (3) Cultural diversity in the United States and California.

25 (4) Providing instruction responsive to the diversity of the
26 pupil population.

27 (5) Recognizing and responding to behavior related to bias
28 based on race, color, religion, nationality, country of origin,
29 ancestry, gender, disability, or sexual orientation.

30 (6) Techniques for the peaceful resolution of conflict.

31 (d) The commission shall establish alternative requirements
32 for a teacher to earn the certificate, which shall be awarded as a
33 supplementary authorization pursuant to subdivision (e) of
34 Section 44225.

35 (e) A teacher who possesses a credential or permit described in
36 paragraph (1) of subdivision (b) and is able to present a valid
37 out-of-state credential or certificate that authorizes the instruction
38 of English language learners may qualify for the certificate
39 issued under this section by submitting an application and fee to
40 the commission.

1 (f) The certificate shall remain valid as long as the prerequisite
2 credential or permit specified in paragraph (1) of subdivision (b)
3 remains valid.

4 SEC. 7. Section 44259 of the Education Code is amended to
5 read:

6 44259. (a) Except as provided in subparagraphs (A) and (C)
7 of paragraph (3) of subdivision (b), each program of professional
8 preparation for multiple or single subject teaching credentials
9 shall not include more than one year of, or the equivalent of
10 one-fifth of a five-year program in, professional preparation.

11 (b) The minimum requirements for the preliminary multiple or
12 single subject teaching credential are all of the following:

13 (1) A baccalaureate degree or higher degree from a regionally
14 accredited institution of postsecondary education. Except as
15 provided in subdivision (c) of Section 44227, the baccalaureate
16 degree shall not be in professional education. The commission
17 shall encourage accredited institutions to offer undergraduate
18 minors in education and special education to students who intend
19 to become teachers.

20 (2) Passage of the state basic skills examination that is
21 developed and administered by the commission pursuant to
22 Section 44252.5.

23 (3) Satisfactory completion of a program of professional
24 preparation that has been accredited by the committee on
25 accreditation on the basis of standards of program quality and
26 effectiveness that have been adopted by the commission. In
27 accordance with the commission's assessment and performance
28 standards, each program shall include a teaching performance
29 assessment as set forth in Section 44320.2 which is aligned with
30 the California Standards for the Teaching Profession. The
31 commission shall ensure that each candidate recommended for a
32 credential or certificate has demonstrated satisfactory ability to
33 assist pupils to meet or exceed state content and performance
34 standards for pupils adopted pursuant to subdivision (a) of
35 Section 60605. Programs that meet this requirement for
36 professional preparation shall include any of the following:

37 (A) Integrated programs of subject matter preparation and
38 professional preparation pursuant to subdivision (a) of Section
39 44259.1.

1 (B) Postbaccalaureate programs of professional preparation,
2 pursuant to subdivision (b) of Section 44259.1.

3 (C) Internship programs of professional preparation, pursuant
4 to Section 44321, Article 7.5 (commencing with Section 44325),
5 Article 11 (commencing with Section 44380), and Article 3
6 (commencing with Section 44450) of Chapter 3.

7 (4) Study of alternative methods of developing English
8 language skills, including the study of reading as described in
9 subparagraphs (A) and (B), among all pupils, including those for
10 whom English is a second language, in accordance with the
11 commission's standards of program quality and effectiveness.
12 The study of reading shall meet the following requirements:

13 (A) Commencing January 1, 1997, satisfactory completion of
14 comprehensive reading instruction that is research-based and
15 includes all of the following:

16 (i) The study of organized, systematic, explicit skills including
17 phonemic awareness, direct, systematic, explicit phonics, and
18 decoding skills.

19 (ii) A strong literature, language, and comprehension
20 component with a balance of oral and written language.

21 (iii) Ongoing diagnostic techniques that inform teaching and
22 assessment.

23 (iv) Early intervention techniques.

24 (v) Guided practice in a clinical setting.

25 (B) For the purposes of this section, "direct, systematic,
26 explicit phonics" means phonemic awareness, spelling patterns,
27 the direct instruction of sound/symbol codes and practice in
28 connected text and the relationship of direct, systematic, explicit
29 phonics to the components set forth in clauses (i) to (v),
30 inclusive.

31 A program for the multiple subjects credential also shall
32 include the study of integrated methods of teaching language
33 arts.

34 (5) Completion of a subject matter program that has been
35 approved by the commission on the basis of standards of
36 program quality and effectiveness pursuant to Article 6
37 (commencing with Section 44310) or passage of a subject matter
38 examination pursuant to Article 5 (commencing with Section
39 44280). The commission shall ensure that subject matter
40 standards and examinations are aligned with the state content and

1 performance standards for pupils adopted pursuant to subdivision
2 (a) of Section 60605.

3 (6) Demonstration of a knowledge of the principles and
4 provisions of the Constitution of the United States pursuant to
5 Section 44335.

6 (7) Commencing January 1, 2000, demonstration, in
7 accordance with the commission's standards of program quality
8 and effectiveness, of basic competency in the use of computers in
9 the classroom as determined by one of the following:

10 (A) Successful completion of a commission-approved program
11 or course.

12 (B) Successful passage of an assessment that is developed,
13 approved, and administered by the commission.

14 (c) The minimum requirements for the professional clear
15 multiple or single subject teaching credential shall include all of
16 the following requirements:

17 (1) Possession of a valid preliminary teaching credential, as
18 prescribed in subdivision (b), possession of a valid equivalent
19 credential or certificate, or completion of equivalent
20 requirements as determined by the commission.

21 (2) Subject to the availability of funds in the annual Budget
22 Act to provide statewide access to eligible beginning teachers, as
23 defined in subdivision (d) of Section 44279.1 and except as
24 provided in paragraph (3), completion of a program of beginning
25 teacher induction, including one of the following:

26 (A) A program of beginning teacher support and assessment
27 approved by the commission and the Superintendent pursuant to
28 Section 44279.1, a provision of the Marian Bergeson Beginning
29 Teacher Support and Assessment System.

30 (B) An alternative program of beginning teacher induction that
31 is provided by one or more local educational agencies and has
32 been approved by the commission and the ~~superintendent~~
33 *Superintendent* on the basis of initial review and periodic
34 evaluations of the program in relation to appropriate standards of
35 credential program quality and effectiveness that have been
36 adopted by the commission, the Superintendent, and the state
37 board pursuant to this subdivision. The standards for alternative
38 programs shall encourage innovation and experimentation in the
39 continuous preparation and induction of beginning teachers. Any
40 alternative program of beginning teacher induction that has met

1 state standards pursuant to this subdivision may apply for state
2 funding pursuant to Sections 44279.1 and 44279.2.

3 (C) An alternative program of beginning teacher induction that
4 is sponsored by a regionally accredited college or university, in
5 cooperation with one or more local school districts, that
6 addresses the individual professional needs of beginning teachers
7 and meets the commission's standards of induction. The
8 commission shall ensure that preparation and induction programs
9 that qualify candidates for professional credentials extend and
10 refine each beginning teacher's professional skills in relation to
11 the California Standards for the Teaching Profession and the
12 standards of pupil performance adopted pursuant to Section
13 60605.

14 (3) (A) If a candidate satisfies the requirements of subdivision
15 (b), including completion of an accredited internship program of
16 professional preparation, and if that internship program fulfills
17 induction standards and is approved as set forth in this
18 subdivision, the commission shall determine that the candidate
19 has fulfilled the requirements of paragraph (2).

20 (B) If an approved induction program is verified as
21 unavailable to a beginning teacher, or if the beginning teacher is
22 required under the federal No Child Left Behind Act of 2001 (20
23 U.S.C. Sec. 6301 et seq.) to complete subject matter coursework
24 to be qualified for a teaching assignment, the commission shall
25 accept completion of an approved fifth-year program after
26 completion of a baccalaureate degree at a regionally accredited
27 institution as fulfilling the requirements of paragraph (2). The
28 commission shall adopt regulations to implement this
29 subparagraph.

30 (4) Preparation, in accordance with commission standards, that
31 addresses the following:

32 (A) Study of health education, including study of nutrition,
33 cardiopulmonary resuscitation, and the physiological and
34 sociological effects of abuse of alcohol, narcotics, and drugs and
35 the use of tobacco. Training in cardiopulmonary resuscitation
36 shall also meet the standards established by the American Heart
37 Association or the American Red Cross.

38 (B) Study and field experience in methods of delivering
39 appropriate educational services to pupils with exceptional needs
40 in regular education programs.

1 (C) Study, in accordance with the commission's standards of
2 program quality and effectiveness, of advanced computer-based
3 technology, including the uses of technology in educational
4 settings.

5 (d) The commission shall develop and implement standards of
6 program quality and effectiveness that provide for the areas of
7 study listed in subparagraphs (A) to (C), inclusive, of paragraph
8 (4) of subdivision (c), starting in professional preparation and
9 continuing through induction.

10 (e) A credential that was issued prior to January 1, 1993, shall
11 remain in force as long as it is valid under the laws and
12 regulations that were in effect on the date it was issued. The
13 commission may not, by regulation, invalidate an otherwise valid
14 credential, unless it issues to the holder of the credential, in
15 substitution, a new credential authorized by another provision in
16 this chapter that is no more restrictive than the credential for
17 which it was substituted with respect to the kind of service
18 authorized and the grades, classes, or types of schools in which it
19 authorizes service.

20 (f) A credential program that is approved by the commission
21 may not deny an individual access to that program solely on the
22 grounds that the individual obtained a teaching credential
23 through completion of an internship program when that
24 internship program has been accredited by the commission.

25 (g) Notwithstanding this section, persons who were
26 performing teaching services as of January 1, 1999, pursuant to
27 the language of this section that was in effect prior to that date,
28 may continue to perform those services without complying with
29 any requirements that may be added by the amendments adding
30 this subdivision.

31 (h) Subparagraphs (A) and (B) of paragraph (4) of subdivision
32 (b) do not apply to any person who, as of January 1, 1997, holds
33 a multiple or single subject teaching credential, or to any person
34 enrolled in a program of professional preparation for a multiple
35 or single subject teaching credential as of January 1, 1997, who
36 subsequently completes that program. It is the intent of the
37 Legislature that the requirements of subparagraphs (A) and (B) of
38 paragraph (4) of subdivision (b) be applied only to persons who
39 enter a program of professional preparation on or after January 1,
40 1997.

1 SEC. 8. Section 44265.1 is added to the Education Code, to
2 read:

3 44265.1. By December 1, 2007, the commission shall report
4 to the Legislature and the Governor on the current existing
5 process and requirements for obtaining a specialist credential in
6 special education and recommend modifications to enhance and
7 expedite these procedures.

8 SEC. 9. Section 44270.1 of the Education Code is amended to
9 read:

10 44270.1. (a) The minimum requirements for the professional
11 services credential with a specialization in administrative
12 services are all of the following:

13 (1) Possession of a valid preliminary administrative services
14 credential, as specified in Section 44270.

15 (2) A minimum of two years of successful experience in a
16 full-time administrative position in a public school or private
17 school of equivalent status, while holding the preliminary
18 administrative services credential, as attested by the employing
19 school district or agency, including, but not limited to, the
20 department, in the case of state school administrators, and county
21 offices of education, in the case of county school administrators.

22 (3) Completion of a commission-approved program of
23 advanced preparation. Each candidate, in consultation with
24 employing school district personnel and university personnel,
25 shall develop an individualized program of professional
26 development activities for this advanced preparation program
27 based upon individual needs. Each individualized program will
28 include university coursework and may include, nonuniversity
29 activities or advanced administrative field experiences. The
30 commission shall adopt standards and criteria for the university
31 programs of advanced preparation and nonuniversity activities.

32 (b) The commission may, at the request of a credential
33 candidate, grant a waiver, pursuant to subdivision (m) of Section
34 44225, of the requirement of university coursework upon its
35 finding that the candidate, in consultation with personnel of the
36 employing school district and personnel of the university, is not
37 able to develop an individualized program of professional
38 development for the advanced preparation program that meets
39 the individual needs of the candidates.

40 SEC. 10. Section 44274 of the Education Code is repealed.

1 SEC. 11. Section 44274.1 of the Education Code is repealed.

2 SEC. 12. Section 44274.2 of the Education Code is repealed.

3 SEC. 13. Section 44274.2 is added to the Education Code, to
4 read:

5 44274.2. (a) Notwithstanding any provision of this chapter,
6 the commission shall issue a five-year preliminary multiple
7 subject teaching credential authorizing instruction in a
8 self-contained classroom, a five-year preliminary single subject
9 teaching credential authorizing instruction in departmentalized
10 classes, or a five-year preliminary education specialist credential
11 authorizing instruction of special education pupils to any
12 out-of-state prepared teacher who meets all of the following
13 requirements:

14 (1) Possesses a baccalaureate degree from a regionally
15 accredited institution of higher education.

16 (2) Has completed a teacher preparation program at a
17 regionally accredited institution of higher education, or a
18 state-approved teacher preparation program offered by a local
19 educational agency.

20 (3) Meets the subject matter knowledge requirements for the
21 credential. If the subject area listed on the out-of-state credential
22 does not correspond to a California subject area, as specified in
23 Sections 44257 and 44282, the commission may require the
24 applicant to meet California subject matter requirements before
25 issuing a professional clear credential.

26 (4) Has earned a valid corresponding elementary, secondary,
27 or special education teaching credential based upon the
28 out-of-state teacher preparation program. For the education
29 specialist credential, the commission shall determine the area of
30 concentration based on the special education program completed
31 out of state.

32 (5) Has successfully completed a criminal background check
33 conducted under Sections 44339, 44340, and 44341 for
34 credentialing purposes.

35 (b) The commission shall issue a professional clear multiple
36 subject, single subject, or education specialist teaching credential
37 to any applicant who satisfies the requirements of subdivision
38 (a), provides verification of two or more years of teaching
39 experience, including, but not limited to, two satisfactory
40 performance evaluations, and documents, in a manner prescribed

1 by the commission, that he or she fulfills each of the following
2 requirements:

3 (1) The applicant has completed 150 clock hours of activities
4 that contribute to his or her competence, performance, and
5 effectiveness in the education profession, and that assist the
6 applicant in meeting or exceeding standards for professional
7 preparation established by the commission, or the applicant has
8 earned a master's degree or higher in a field related to the
9 credential, or the equivalent semester units, from a regionally
10 accredited institution of higher education.

11 (2) The applicant has met the state requirements for teaching
12 English language learners including, but not limited to, the
13 requirements in Section 44253.3.

14 (c) For applicants who do not meet the experience requirement
15 described in subdivision (b), the commission shall issue a
16 professional clear multiple subject, single subject, or education
17 specialist teaching credential upon verification of the following
18 requirements:

19 (1) The commission has issued to the applicant a preliminary
20 five-year teaching credential pursuant to subdivision (a).

21 (2) The applicant has completed a beginning teacher induction
22 program pursuant to paragraph (2) of subdivision (c) of Section
23 44259.

24 (3) The applicant has met the requirements for teaching
25 English language learners including, but not limited to, the
26 requirements in Section 44253.3.

27 (4) Prior to issuing an education specialist credential under
28 this subdivision, the commission shall verify completion of a
29 program for the Professional Level II credential accredited by the
30 commission.

31 SEC. 14. Section 44275.3 of the Education Code is repealed.

32 SEC. 15. Section 44275.4 of the Education Code is amended
33 to read:

34 44275.4. Notwithstanding any other provision of law:

35 (a) It is the intent of the Legislature that both of the following
36 occur:

37 (1) That this section provide flexibility to enable school
38 districts to recruit credentialed elementary, secondary, and
39 special education teachers prepared in countries other than the
40 United States to relocate temporarily or permanently to this state.

1 (2) That any and all teachers prepared in countries other than
2 the United States who are granted a California teaching
3 credential pursuant to this section fully meet the requirements of
4 this state.

5 (b) Coursework, programs, or degrees completed at an
6 institution of higher education outside of the United States are
7 acceptable toward certification when the Commission on Teacher
8 Credentialing or an evaluating agency approved by the
9 commission has determined that the institution's coursework,
10 programs, or degrees are equivalent to those offered by a
11 regionally accredited institution in the United States. The
12 commission reserves the right to accept or reject an approved
13 evaluating agency's determination. Notwithstanding any other
14 provision of this chapter, the commission shall issue a five-year
15 preliminary multiple subject teaching credential, a five-year
16 preliminary single subject teaching credential, or a five-year
17 preliminary education specialist credential to a teacher prepared
18 in a country other than the United States who meets all of the
19 following requirements:

20 (1) The teacher holds or is eligible for a credential from
21 another country that required a baccalaureate or higher degree
22 determined to be equivalent to those offered by a regionally
23 accredited institution in the United States and completion of a
24 professional preparation program approved by the appropriate
25 agency in the country where the program was completed that
26 requires the teacher to meet requirements equivalent to the
27 multiple or single subject teaching credential requirements in
28 Section 44259 or the special education credential requirements
29 described in Section 44265. The commission shall determine the
30 area of concentration for the California education specialist
31 credential based on the special education program completed out
32 of country.

33 (2) The teacher successfully completes a criminal background
34 check conducted pursuant to Sections 44339, 44340, and 44341
35 for credentialing purposes.

36 (c) A teacher prepared in a country other than the United
37 States who has been issued by the commission a five-year
38 preliminary multiple subject, single subject, or education
39 specialist teaching credential shall pass the state basic skills
40 proficiency test, administered by the commission pursuant to

1 Section 44252, within one year of the issuance date of the
2 credential in order to be eligible to continue teaching pursuant to
3 this section.

4 (d) The commission shall issue a professional clear credential
5 to a teacher prepared in a country other than the United States
6 who has met the requirements in subdivisions (b) and (c) and
7 who meets the following requirements:

8 (1) Demonstration of subject matter competence pursuant to
9 paragraph (5) of subdivision (b) of Section 44259.

10 (2) Completion of a course, or for multiple subject and
11 education specialist credentials, a course or an examination, on
12 the various methods of teaching reading pursuant to paragraph
13 (4) of subdivision (b) of Section 44259. Completion of
14 coursework in another state or country determined by the
15 commission to be comparable and equivalent shall meet this
16 requirement.

17 (3) Completion of a course or examination on the provisions
18 and principles of the United States Constitution pursuant to
19 paragraph (6) of subdivision (b) of Section 44259. Completion of
20 coursework in another state or country determined by the
21 commission to be comparable and equivalent shall meet this
22 requirement.

23 (4) Completion of the study of health education pursuant to
24 subparagraph (A) of paragraph (3) of subdivision (c) of Section
25 44259. Completion of coursework in another state or country
26 determined by the commission to be comparable and equivalent
27 shall meet this requirement.

28 (5) With the exception of the education specialist credential,
29 completion of study and field experience in methods of
30 delivering appropriate educational services to pupils with
31 exceptional needs in regular education programs. Completion of
32 coursework in another state or country determined by the
33 commission to be comparable and equivalent shall meet this
34 requirement.

35 (6) Completion of the study of computer-based technology
36 through demonstration by course or examination of basic
37 competence in the use of computers in the classroom, and study
38 of advanced computer-based technology including the uses of
39 technology in educational settings pursuant to paragraph (3) of
40 subdivision (c) of Section 44259. Completion of coursework in

1 another state or country determined by the commission as
2 comparable and equivalent shall meet this requirement.

3 (7) Completion of a beginning teacher induction program
4 pursuant to paragraph (2) of subdivision (c) of Section 44259.

5 (8) A teacher holding a specialist credential pursuant to this
6 section shall complete the requirements for nonspecial education
7 pedagogy and a supervised field experience program in general
8 education pursuant to Section 44265.

9 (9) A teacher holding a specialist credential pursuant to this
10 section shall complete a program for the Professional Level II
11 credential accredited by the commission.

12 SEC. 16. Section 44275.5 of the Education Code is repealed.

13 SEC. 17. Section 44277 of the Education Code is amended to
14 read:

15 44277. The Legislature recognizes that effective professional
16 growth must continue to occur throughout the careers of all
17 teachers, in order that teachers remain informed of changes in
18 pedagogy, subject matter, and pupil needs. In enacting this
19 section, it is the intent of the Legislature to establish professional
20 growth requirements that give individual teachers a wide range of
21 options to pursue as well as significant roles in determining the
22 course of their professional growth.

23 (a) The minimum requirement for maintaining the validity of
24 the clear multiple or single subject teaching credential pursuant
25 to Section 44251 shall be either of the following:

26 (1) Continuous employment as a classroom teacher or
27 successful service authorized by a services credential for no less
28 than three of the previous five years.

29 (2) Completion of an individual program of professional
30 growth as prescribed in this section and by the commission.

31 (b) An individual program of professional growth shall consist
32 of a minimum of 150 clock hours of participation in activities
33 that are aligned with the California Standards for the Teaching
34 Profession that contribute to competence, performance, or
35 effectiveness in the profession of education and the classroom
36 assignments of the teacher. Acceptable activities shall be defined
37 by the commission to include, among other acceptable activities,
38 the completion of courses offered by regionally accredited
39 colleges and universities, including instructor-led interactive
40 courses delivered through online technologies; participation in

1 professional conferences, workshops, teacher center programs,
2 staff development programs, or a California Reading
3 Professional Development Program operated pursuant to Article
4 2 (commencing with Section 99220) of Chapter 5 of Part 65;
5 service as a mentor teacher; participation in school curriculum
6 development projects; participation in systematic programs of
7 observation and analysis of teaching; service in a leadership role
8 in a professional organization; and participation in educational
9 research or innovation efforts. Employing agencies and the
10 bargaining agents of employees may negotiate to agree on the
11 terms of programs of professional growth within their
12 jurisdictions, provided that the agreements shall be consistent
13 with this section.

14 (c) An individual program of professional growth shall be
15 developed and planned by the holder of a clear teaching
16 credential.

17 (d) An individual program of professional growth may include
18 a basic course in cardiopulmonary resuscitation, which includes
19 training in the subdiaphragmatic abdominal thrust (also known as
20 the “Heimlich maneuver”) and meets or exceeds the standards
21 established by the American Heart Association or the American
22 Red Cross for courses in that subject or minimum standards for
23 training programs established by the Emergency Medical
24 Services Authority. An individual program of professional
25 growth may also include a course in first aid that meets or
26 exceeds the standards established by the American Red Cross for
27 courses in that subject or minimum standards for training
28 programs established by the Emergency Medical Services
29 Authority. The participation of a teacher in these training options
30 shall count towards the minimum 150 clock hours required to
31 satisfy the professional growth requirements.

32 (e) A clear teaching credential shall be deemed to remain valid
33 so long as the holder of the credential, at five-year intervals,
34 submits to the commission verification that the holder has
35 satisfied the minimum requirements specified in subdivision (a).
36 In the absence of adequate verification, the commission shall
37 invalidate the credential. Verification by a school principal, a
38 mentor teacher, or other district designee shall be independent of
39 any evaluation of the performance of the holder of the clear

1 teaching credential that is conducted for the purpose of
2 determining the employment status of the credential holder.

3 SEC. 18. Section 44278 of the Education Code is repealed.

4 SEC. 19. Section 44279 of the Education Code is repealed.

5 SEC. 20. Section 44279.1 of the Education Code is amended
6 to read:

7 44279.1. (a) The Legislature finds and declares that the
8 beginning years of the career of a teacher are a critical time in
9 which it is necessary that intensive professional development and
10 assessment occur. The Legislature recognizes that the public
11 invests heavily in the preparation of prospective teachers, and
12 that more than half of all new teachers leave some California
13 school districts after one or two years in the classroom. Intensive
14 professional development and assessment are necessary to build
15 on the preparation that precedes initial certification, to transform
16 academic preparation into practical success in the classroom, to
17 retain greater numbers of capable beginning teachers, and to
18 remove novices who show little promise as teachers. It is the
19 intent of the Legislature that the commission and the
20 Superintendent develop and implement policies to govern the
21 support and assessment of beginning teachers, as a condition for
22 the professional certification of those teachers in the future.

23 (b) There is hereby established the California Beginning
24 Teacher Support and Assessment System, to be administered
25 jointly by the commission and the Superintendent. In
26 administering the system, the commission and the Superintendent
27 shall approve the most cost-effective programs of support and
28 assessment. The commission and the Superintendent shall also
29 ensure that programs meet the Standards of Quality and
30 Effectiveness for Beginning Teacher Support and Assessment
31 Programs adopted by the commission in 1997 and that local
32 programs support beginning teachers in meeting the
33 competencies described in the California Standards for the
34 Teaching Profession adopted by the commission in January 1997.
35 The system shall do all of the following:

36 (1) Provide an effective transition into the teaching career for
37 first-year and second-year teachers in California.

38 (2) Improve the educational performance of pupils through
39 improved training, information, and assistance for new teachers.

1 (3) Enable beginning teachers to be effective in teaching
2 pupils who are culturally, linguistically, and academically
3 diverse.

4 (4) Ensure the professional success and retention of new
5 teachers.

6 (5) Ensure that a support provider provides intensive
7 individualized support and assistance to each participating
8 beginning teacher.

9 (6) Improve the rigor and consistency of individual teacher
10 performance assessments and the usefulness of assessment
11 results to teachers and decisionmakers.

12 (7) Establish an effective, coherent system of performance
13 assessments that are based on the California Standards for the
14 Teaching Profession adopted by the commission in January 1997.

15 (8) Examine alternative ways in which the general public and
16 the educational profession may be assured that new teachers who
17 remain in teaching have attained acceptable levels of professional
18 competence.

19 (9) Ensure that an individual induction plan is in place for
20 each participating beginning teacher and is based on an ongoing
21 assessment of the development of the beginning teacher.

22 (10) Ensure continuous program improvement through
23 ongoing research, development, and evaluation.

24 (c) Participation in the system shall be voluntary for teachers,
25 school districts, and county offices of education and participation
26 by certificated employees shall not be made a condition of
27 employment. The commission and the Superintendent shall adopt
28 and implement criteria and standards for participation in the
29 system, including criteria regarding the eligibility of teachers and
30 standards of local program quality and intensity for schools,
31 school districts, county offices of education, colleges,
32 universities, and other educational and professional
33 organizations. The criteria and standards shall be consistent with
34 the purposes of the system.

35 (d) For purposes of this article, unless the context otherwise
36 requires, “beginning teacher” means a teacher with a valid
37 California credential, as defined in Section 44259, or an intern
38 participating in the program established pursuant to Article 11
39 (commencing with Section 44380), who is serving in the first
40 year or second year of service.

(e) Subject to verification and approval by an induction program director, a beginning teacher shall not be required to demonstrate that an induction standard has been met, or complete any element of an approved induction program designed to assist a candidate in mastering a given standard, if the candidate previously met the induction standard while participating in a commission-approved internship program.

(f) For a beginning teacher who holds a professional clear teaching credential that is subject to the requirements of subdivisions (b) and (c) of Section 44277, participation in the program may, at the discretion of the teacher, serve as part or all of the individual program of professional growth.

(g) The Superintendent and the commission shall disseminate the California Standards for the Teaching Profession adopted by the commission in January 1997 to colleges, universities, school districts, county offices of education, and professional associations, who shall be encouraged to use the standards in efforts to improve teacher preparation and support programs. Performance assessments developed under this article shall be designed to provide useful, helpful feedback to beginning teachers and their support providers. That information shall not be used for employment-related evaluations, as a condition of employment, or as a basis for terminating employment.

(h) It is the intent of the Legislature that the commission and the Superintendent establish a statewide teacher induction program that supports locally designed, high-quality induction programs that provide individualized support and formative assessment for all participating beginning teachers as defined in subdivision (d). At the discretion of the local beginning teacher support and assessment system teacher induction program, funds allocated to a program on the basis of eligible beginning teachers may be used to provide support, assistance, and preparation services to other credential candidates who are in their first or second year of employment as a classroom teacher.

(i) This article shall be known, and may be cited, as the Marian Bergeson Beginning Teacher Support and Assessment System.

SEC. 21. Section 44279.25 is added to the Education Code, to read:

1 44279.25. (a) By December 1, 2007, the Superintendent and
2 the commission shall report to the Legislature and the Governor
3 on the current state of the Beginning Teacher Support and
4 Assessment System. The report shall, at a minimum, do all of the
5 following:

6 (1) Determine whether local teacher induction programs are
7 meeting standards of “program effectiveness” and “program
8 quality” as those terms are defined in paragraph (2) of
9 subdivision (a) of Section 44279.2 and recommend improved
10 means to ensure that these standards are met in the future. It is
11 the intent of the Legislature that, as part of this determination, the
12 Superintendent and the commission consider the need for
13 program monitoring to assure greater program quality and
14 consistency.

15 (2) Recommend revisions to laws, regulations, or policies to
16 eliminate duplicative requirements between teacher preparation
17 and teacher induction programs, with particular attention paid to
18 eliminating duplication between induction requirements and
19 requirements for completion of state-approved alternative
20 certification programs.

21 (3) Recommend revisions to the system to ensure that teacher
22 credential candidates achieve teaching competence and are not
23 required to engage in unproductive activities.

24 (4) Recommend ways to ensure that beginning teachers
25 receive direct assistance from experienced teachers who are
26 familiar with the grade span, subject matter, and teaching and
27 classroom management techniques appropriate to the teaching
28 assignment of each beginning teacher.

29 (b) By July 1, 2008, the Superintendent and the commission
30 shall review and revise, as necessary, the ~~Standards for the~~
31 ~~Teaching of Quality and Effectiveness for Beginning Teacher~~
32 ~~Support and Assessment Programs adopted by the commission in~~
33 ~~1997. of Quality and Effectiveness for Professional Teacher~~
34 ~~Induction Programs of March 2002.~~

35 (c) The Superintendent and the commission shall identify
36 effective practices and techniques and provide for the
37 dissemination of these to local induction program providers.

38 (d) The Superintendent and the commission shall ensure that
39 teacher credential candidates are notified of the opportunity to
40 choose an early completion option pursuant to Section 44468.

1 SEC. 22. Section 44320.2 of the Education Code is amended
2 to read:

3 44320.2. (a) The Legislature finds and declares that the
4 competence and performance of teachers are among the most
5 important factors in influencing the quality and effectiveness of
6 education in elementary and secondary schools.

7 (b) Commencing July 1, 2008, for a program of professional
8 preparation to satisfy the requirements of paragraph (3) of
9 subdivision (b) of Section 44259, the program shall include a
10 teaching performance assessment that is aligned with the
11 California Standards for the Teaching Profession and that is
12 congruent with state content and performance standards for
13 pupils adopted pursuant to subdivision (a) of Section 60605. In
14 implementing this requirement, institutions or agencies may do
15 the following:

16 (1) Voluntarily develop an assessment for approval by the
17 commission. Approval of any locally developed performance
18 assessment shall be based on assessment quality standards
19 adopted by the commission, which shall encourage the use of
20 alternative assessment methods including portfolios of teaching
21 artifacts and practices.

22 (2) Participate in an assessment training program for assessors
23 and implement the commission developed assessment.

24 (c) The commission shall implement the performance
25 assessment in a manner that does not increase the number of
26 assessments required for teacher credential candidates prepared
27 in this state. Each candidate shall be assessed during the normal
28 term or duration of the preparation program of the candidate.

29 (d) Subject to the availability of funds in the annual Budget
30 Act, the commission shall perform all of the following duties
31 with respect to the performance assessment:

32 (1) Assemble and convene an expert panel to advise the
33 commission about performance standards and developmental
34 scales for teaching credential candidates and the design, content,
35 administration, and scoring of the assessment. At least one-third
36 of the panel members shall be classroom teachers in California
37 public schools.

38 (2) Design, develop, and implement assessment standards and
39 an institutional assessor training program for the sponsors of

1 professional preparation programs to use if they choose to use the
2 commission developed assessment.

3 (3) Establish a review panel to examine each assessment
4 developed by an institution or agency in relation to the standards
5 set by the commission and advise the commission regarding
6 approval of each assessment system.

7 (4) Initially and periodically analyze the validity of assessment
8 content and the reliability of assessment scores that are
9 established pursuant to this section.

10 (5) Establish and implement appropriate standards for
11 satisfactory performance in assessments that are established
12 pursuant to this section. The commission shall ensure that oral
13 proficiency in English is a criterion for scoring the performance
14 of each candidate in each assessment.

15 (6) Analyze possible sources of bias in the performance
16 assessment and act promptly to eliminate any bias that is
17 discovered.

18 (7) Collect and analyze background information provided by
19 candidates who participate in the performance assessment, and
20 report and interpret the individual and aggregated results of the
21 assessment.

22 (8) Examine and revise, as necessary, the institutional
23 accreditation system pursuant to Article 10 (commencing with
24 Section 44370), for the purpose of providing a strong assurance
25 to teaching candidates that ongoing opportunities are available in
26 each credential preparation program that is offered pursuant to
27 Section 44320, Article 6 (commencing with Section 44310),
28 Article 7.5 (commencing with Section 44325), or Article 3
29 (commencing with Section 44450) of Chapter 3 for candidates to
30 acquire the knowledge, skills, and abilities measured by the
31 assessment system.

32 (9) Ensure that the aggregated results of the assessment for
33 groups of candidates who have completed a credential program
34 are used as one source of information about the quality and
35 effectiveness of that program.

36 (e) The commission shall ensure that each performance
37 assessment pursuant to subdivision (b) is state approved and
38 aligned with the California Standards for the Teaching Profession
39 and is consistently applied to candidates in similar preparation
40 programs. To the maximum feasible extent, each performance

1 assessment shall be ongoing and blended into the preparation
2 program, and shall produce the following benefits for credential
3 candidates, sponsors of preparation programs, and local
4 education agencies that employ program graduates:

5 (1) The performance assessment shall be designed to provide
6 formative assessment information during the preparation
7 program for use by the candidate, instructors, and supervisors for
8 the purpose of improving the teaching knowledge, skill, and
9 ability of the candidate.

10 (2) The performance assessment results shall be reported so
11 that they may serve as one basis for a recommendation by the
12 program sponsor that the commission award a teaching credential
13 to a candidate who has successfully met the performance
14 assessment standards.

15 (3) The formative assessment information pursuant to
16 paragraph (1) and the performance assessment results pursuant to
17 paragraph (2) shall be reported so that they may serve as one
18 basis for the individual induction plan of the new teacher
19 pursuant to Section 44279.2.

20 (f) It is the intent of the Legislature that assessments in
21 accordance with paragraphs (1) and (2) of subdivision (b),
22 including the administrative costs of the commission, be fully
23 funded.

24 SEC. 23. Section 44387 is added to the Education Code, to
25 read:

26 44387. (a) From funds appropriated for purposes of this
27 section, the commission may award increased funding, in
28 addition to incentive grants awarded pursuant to Section 44386,
29 to any school district or county office of education that agrees to
30 enhance internship programs as provided in subdivision (b) and
31 to address the distribution of beginning teachers as required in
32 subdivision (c).

33 (b) To qualify for increased intern program funding pursuant
34 to this section, a school district or county office of education
35 shall do all of the following:

36 (1) Provide teacher interns with the greater of (1) 120 hours of
37 intensive preservice training focused on the teaching of English
38 language learners, or (2) 40 hours of the preservice training in
39 addition to all other required training, including, but not limited

1 to, training required pursuant to Sections 44253.3, 44253.4, and
2 44253.10.

3 (2) Provide all teacher interns with 40 hours of classroom
4 observation, supervision, assistance, and assessment by one or
5 more experienced teachers who possess valid certification to
6 teach at the same grade level and the same subject matter and
7 who are assigned to teach at the same school as the intern who is
8 being assisted.

9 (3) Maintain a ratio of no fewer than one experienced teacher
10 to five teacher interns at the same schoolsite.

11 (c) To continue to receive increased intern program funding
12 pursuant to this section, a school district annually, commencing
13 with the receipt of funding for a second year, shall show to the
14 commission that no high priority school, as described in Section
15 52055.605, will have a higher percentage of beginning teachers
16 than the districtwide average of beginning teachers at a school in
17 that year. For purposes of this section, a “beginning teacher”
18 means any teacher who does not possess a clear or life credential
19 to teach in the grade and subject to which the teacher is assigned.

20 (d) Increased funding of four thousand dollars (\$4,000) per
21 intern, per year, may be awarded by the commission to any
22 school district or county office of education that meets the
23 requirements of this section.

24 (e) Participants in an alternative certification program pursuant
25 to this article, a district intern program conducted pursuant to
26 Article 7.5 (commencing with Section 44325), or an intern
27 program conducted pursuant to Article 3 (commencing with
28 Section 44450) of Chapter 3, who have received a preliminary
29 credential and who are generating funding for participating in an
30 induction program pursuant to Article 4.5 (commencing with
31 Section 44279.1) are eligible to generate enhanced funding under
32 this section.

33 SEC. 24. Article 6 (commencing with Section 44560) of
34 Chapter 3 of Part 25 of ~~the Education~~ *the Education Code* is
35 repealed.

36 SEC. 25. Article 6 (commencing with Section 44560) is
37 added to Chapter 3 of Part 25 of the Education Code, to read:

1 Article 6. Certificated Staff Mentoring Program

2
3 44560. (a) The Certificated Staff Mentoring Program is
4 hereby established for the purpose of encouraging excellent,
5 experienced teachers to teach in staff priority schools and to
6 assist teacher interns during their induction and first years of
7 teaching.

8 (b) The Superintendent shall apportion funds appropriated for
9 purposes of this program to participating school districts and
10 shall determine the amount to be allocated, based on the number
11 of experienced teachers eligible to receive stipends. The total
12 amount allocated under this article shall not exceed the total
13 amount appropriated for the purposes of this article in the annual
14 Budget Act.

15 44561. (a) Any school district that maintains classes in
16 kindergarten or any of grades 1 to 12, inclusive, may apply for
17 reimbursement under this article if it meets the conditions of
18 subdivision (b). County boards of education, county
19 superintendents of schools, charter schools, and state agencies
20 are not eligible to participate in this program.

21 (b) To be eligible for funding under this article, a school
22 district must agree to provide an annual salary stipend to each
23 experienced mentor teacher that agrees to teach in a staff priority
24 school, as defined in subdivision (d), and meets the criteria and
25 performs services in accordance with Section 44562.

26 (c) The annual allocation to a school district under this article
27 shall be a reimbursement to the district for the cost of stipends
28 actually provided to experienced mentor teachers that meet the
29 criteria and perform services in accordance with Section 44562.
30 In addition, a school district receiving reimbursement of stipend
31 costs shall be entitled to an amount equal to 5 percent of the total
32 stipend reimbursement for administrative costs.

33 (d) For purposes of this article, “staff priority school” means a
34 school that has an aggregate Academic Performance Index,
35 established pursuant to Section 52052, score that was at or below
36 the 30th percentile relative to other public schools in the state in
37 any of the five previous school years.

38 44562. (a) To be eligible for a stipend under this article, an
39 experienced teacher must meet all of the following criteria:

1 (1) The experienced teacher must have a professional clear
2 credential that would allow the teacher to instruct at the grade
3 level and in the subject matter to which the beginning teachers or
4 interns that the experienced teacher is assisting are assigned.

5 (2) The experienced teacher must have no less than three years
6 of recent experience instructing at one or more of the grade levels
7 and in the subject matter to which the beginning teachers or
8 interns that the experienced teacher is assisting are assigned.

9 (3) The experienced teacher must teach in a staff priority
10 school and agree to provide assistance to at least one, but not
11 more than five, intern teachers or beginning teachers, for a period
12 of at least three years.

13 (4) The experienced teacher must meet the needs of the school
14 and have demonstrated ability to foster pupil achievement and
15 learning, as determined by the school principal.

16 (b) An annual stipend for an experienced teacher who meets
17 the criteria of subdivision (a) and agrees to teach in a staff
18 priority school shall be six thousand dollars (\$6,000) per year, or
19 another amount as specified in the Budget Act for the fiscal year
20 in which the stipend is provided to the teacher.

21 SEC. 26. Chapter 3.8 (commencing with Section 44740) is
22 added to Part 25 of the Education Code, to read:

23
24 CHAPTER 3.8. PERSONNEL MANAGEMENT ASSISTANCE TEAMS
25

26 44740. (a) The Legislature finds and declares that effective
27 school district personnel management, recruitment, and hiring
28 processes are essential to the placement of qualified teachers in
29 our public schools and particularly important to secure qualified
30 teachers for high priority schools that are often characterized as
31 hard to staff. The Legislature therefore intends to establish
32 personnel management assistance teams to provide technical
33 assistance to school districts in establishing and maintaining
34 effective personnel management, recruitment, and hiring
35 processes.

36 (b) (1) The Superintendent shall designate up to six regions of
37 the state so that all school districts are located within a region.

38 (2) (A) The Superintendent shall select a county office of
39 education, from among those offices that apply pursuant to
40 subparagraph (B), within each region that is most likely to have

1 the capacity to serve all school districts within the region, to
2 establish and house a personnel management assistance team to
3 assist and serve school districts within that region.

4 (B) A county office of education may apply to the
5 Superintendent to establish a personnel management assistance
6 team by showing how the county will address the personnel
7 management needs of school districts within its region.

8 (c) From funds appropriated for purposes of this section, the
9 Superintendent may grant funds to county offices that are
10 selected to provide personnel management services through
11 personnel management assistance teams and may provide further
12 technical assistance to the selected county offices.

13 (d) Each personnel management assistance team shall consist
14 of persons having extensive experience in school district
15 personnel administration, including recruitment, selection,
16 organization, and staffing.

17 (e) The superintendent of any school district, or county
18 superintendent of schools, may request that the regional
19 personnel management assistance team review the personnel
20 practices of a school district under his or her jurisdiction and
21 recommend practices or organizational functions to facilitate the
22 timely hiring and placement of qualified teachers.

23 44741. The Superintendent may select one county office of
24 education from among those county offices that have a personnel
25 management assistance team pursuant to Section 44740 to serve
26 as a clearinghouse of effective personnel management and hiring
27 practices.

28 SEC. 27. Section 45028.2 is added to the Education Code, to
29 read:

30 45028.2. (a) A public school employer and the exclusive
31 representative of credentialed teachers may negotiate and
32 mutually agree to an alternative salary schedule for teachers
33 based on criteria other than a uniform allowance for years of
34 training and years of experience pursuant to Chapter 10.7
35 (commencing with Section 3540) of Division 4 of Title 1 of the
36 Government Code.

37 (b) A school district ~~may~~ *and the exclusive representative of*
38 *credentialed teachers may jointly* apply to the Superintendent for
39 technical assistance and grant funding to facilitate the
40 implementation of an alternative salary schedule, as specified in

1 this section. The Superintendent may make grants from funds
2 appropriated for this purpose in the annual Budget Act or other
3 legislation.

4 (c) To be eligible for grant funding pursuant to this section, an
5 alternative salary schedule should be designed to compensate
6 teachers for the additional responsibilities, time, and effort
7 required to serve in challenging school settings, and reward
8 teachers for professional growth tied to their particular
9 assignments.

10 (d) Public school employers and exclusive representatives of
11 credentialed teachers are encouraged to recognize teacher
12 contributions to improving pupil achievement, provide incentives
13 to teachers to accept teaching assignments in areas of highest
14 need, and recognize relevant professional experience on the
15 alternative salary schedule in lieu of units and degrees or in lieu
16 of teaching experience.

17 (e) Employees shall not be placed in different classifications
18 on the alternative salary schedule, nor paid different salaries,
19 solely on the basis of the respective grade levels in which the
20 employees serve.

21 SEC. 28. The sum of \$____ is hereby appropriated from the
22 General Fund, to be allocated as follows:

23 (a) The sum of \$____ shall be allocated to the Superintendent
24 of Public Instruction in order to conduct the score-equating
25 studies necessary to determine basic skills equivalency scores
26 pursuant to subdivision (d) of Section 44252 of the Education
27 Code.

28 (b) The sum of \$____ shall be allocated to the Commission on
29 Teacher Credentialing in order to perform its duties pursuant to
30 Sections 44252, 44252.5, 44252.7, and 44279.25 of the
31 Education Code.

32 (c) The sum of \$____ shall be allocated to the Superintendent
33 of Public Instruction to reimburse school districts for the costs of
34 providing stipends to experienced teachers pursuant to Article 6
35 (commencing with Section 44560) of Chapter 3 of Part 25 of the
36 Education Code.

37 (d) The sum of \$____ shall be allocated to the Superintendent
38 of Public Instruction to make grant awards for the establishment
39 of personnel management assistance teams pursuant to Section
40 44740 of the Education Code.

- 1 (e) The sum of \$_____ shall be allocated to the Superintendent
- 2 of Public Instruction to make grant awards for the development
- 3 of alternative salary schedules pursuant to Section 45028.2 of the
- 4 Education Code.